Minutes of the
Sixth Regular Meeting of the Thirty-Third Senate
Indiana University-Purdue University Fort Wayne
February 10, 2014
12:00 P.M., Kettler G46

Agenda
(as amended)

1. Call to order
2. Approval of the minutes of January 13, 2014
3. Acceptance of the agenda – B. Valliere
4. Reports of the Speakers of the Faculties
   a. Purdue University – P. Dragnev
   b. Indiana University – M. Nusbaumer
5. Report of the Presiding Officer – A. Downs
6. Special business of the day – Memorial Resolution (Senate Reference No. 13-27) – G. Hickey
7. Committee reports requiring action
   a. Faculty Affairs Committee (Senate Document SD 13-16) – J. Badia
   b. Honors Program Council (Senate Document SD 13-17) – S. LaVere
   c. Honors Program Council (Senate Document SD 13-18) – S. LaVere
   d. Educational Policy Committee (Senate Document SD 13-19) – Y. Zubovic
   e. Executive Committee (Senate Document SD 13-20) – B. Valliere
8. Question Time
   a. (Senate Reference No. 13-25) – M. Nusbaumer
9. New Business
   a. (Senate Document SD 13-21) – P. Iadicola
10. Committee reports “for information only”
    a. Educational Policy Committee (Senate Reference No. 13-26) – Y. Zubovic
11. The general good and welfare of the University
12. Adjournment*

*The meeting will adjourn or recess by 1:15 p.m.

Presiding Officer: A. Downs
Parliamentarian: J. Malanson
Sergeant-at-Arms: G. Steffen
Secretary: S. Mettert

ATTACHMENTS ON BACK
Session I  
(February 10)

Senate Members Present:
    T. Adkins, M. Alhassan, J. Anderson, S. Ashur, J. Badia, S. Batagiannis, E. Blakemore,  
    S. Carr, V. Carwein, J. Casazza, B. Dattilo, S. Davis, H. Di, P. Dragnev, C. Drummond,  
    C. Duncan, C. Erickson, A. Eroglu, T. Grove, C. Gurgur, G. Hickey, R. Hile, P. Iadicola,  
    L. Johnson, M. Jordan, D. Kaiser, G. Karaatli, M. Lipman, D. Liu, A. Livschiz,  
    G. McClellan, J. Niser, M. Nusbaumer, R. Rayburn, H. Samavati, S. Savage, A. Schwab,  
    S. Stevenson, R. Sutter, H. Tescarollo, B. Valliere, L. Vartanian, M. Brown-Vega,  
    N. Virtue, M. Wolf, M. Yen, Y. Zubovic

Senate Members Absent:
    C. Chauhan, C. Crosby, C. Ganz, D. Momoh, M. Montesino, R. Pablo, H. Sun

Faculty Members Present:
    J. Burg, K. Christmon, K. Creager, J. Leatherman, A, Obergfell, C. Ortsey, S. Sarratore,  
    C. Sternberger, L. Wark

Visitors Present:
    J. Crothers, P. McLaughlin

Acta

1. Call to order: A. Downs called the meeting to order at 12:00 p.m.

2. Approval of the minutes of January 13, 2014: The minutes were approved as distributed.
3. **Acceptance of the agenda:**

   B. Valliere moved to amend the agenda as follows: Change item number 6 to “Special business of the day – Memorial Resolution.

   Motion to approve amendment to the agenda passed on a voice vote.

   The agenda was approved as amended.

4. **Reports of the Speakers of the Faculties:**

   a. **Purdue University:**

   P. Dragnev: First I want to thank all the faculty and administrators that came to the assembly. It was a very constructive meeting, and I hope with the feedback we can incorporate it as we move forward. Secondly, there will be an Intercampus Faculty Council (IFC) meeting on Wednesday.

   b. **Indiana University:**

   M. Nusbaumer: Despite the lack of any visions on campus, we are faced with two competing futures for IPFW.

   1. Based upon the fundamental mission of IPFW to serve the broadly defined higher education needs of Northeast Indiana.

   - Focus on both occupational training and wider development of an educated citizenry through offering as wide of range of academic offerings as possible.
   - Reflected in efforts to establish us as a comprehensive, multi-system or metropolitan university is primarily supported by IPFW faculty.

   2. Based upon service to the region solely in terms of regional corporate needs for trained employees

   - Focus only on occupational training for regional needs, with little concern for broader educational goals
   - Reflected more in an Ivy Tech orientation to higher education
   - Model primarily supported by local corporations, administrators both here are in WL and politicians in state government.

   3. The ultimate model we adopt at this point will set IPFW’s future, especially for the IU faculty and programs on this campus.

   - Indeed, given most IU programs and faculty are located in the areas of social science, humanities, fine arts and education, the second model has more grace implications for IU’s presence on this campus.
4. At a minimum, meaningful faculty input into the development of a vision for this campus is essential for the future success of IPFW.

5. Report of the Presiding Officer – A. Downs:

   A. Downs: We have speaking privileges today for Patrick McLaughlin and Ken Christmon. Also Chancellor Carwein needs to introduce someone. It is my pleasure to introduce our new Vice Chancellor

   V. Carwein: It is my pleasure to introduce our new Vice Chancellor of Advancement, Wendy Kobler. Wendy comes to us from Alabama where she was Vice President of Marketing and Communications. She comes from a very strong back ground of fundraising and the advancement model. She hit the ground running and this is her second week with us. Welcome.

6. Special business of the day: Memorial Resolution (Senate Reference No. 13-27) – G. Hickey:

   G. Hickey read the memorial resolution for Kenneth L. Keller. A moment of silence was observed.

7. Committee reports requiring action:

   a. Faculty Affairs Committee (Senate Document 13-16) – J. Badia:


   L. Vartanian moved to amend under guidelines number 1 by deleting for justifiable conditions. Seconded.

   Motion to approve amendment passed by a voice vote.

   J. Niser moved to amend under guidelines number 5 to now read for the birth, adoption of a child, death of a child, or death of a significant other. Seconded.

   Motion to approve amendment passed by a hand count.

   S. Davis moved to amend the amendment to change significant other to spouse or partner. Seconded.
A. Schwab moved to amend the amendment to change the language to spouse or domestic partner. Seconded.

Motion to approve amendment passed by a voice vote.

Motion to approve SD 13-16, as amended, passed by a voice vote.

b. Honors Program Council (Senate Document 13-17) – S. LaVere:

S. LaVere moved to approve Senate Document SD 13-17 (Amendment to the Bylaws of the Fort Wayne Senate: Honors Program Council).

Motion to approve passed on a voice vote.

c. Honors Program Council (Senate Document 13-18) – S. LaVere:

S. LaVere moved to approve Senate Document SD 13-18 (Approval of replacement member of the Honors Program Council).

Motion to approve passed on a voice vote.

d. Educational Policy Committee (Senate Document 13-19) – Y. Zubovic:


Motion to approve passed on a voice vote.

e. Executive Committee (Senate Document 13-20) – B. Valliere:

B. Valliere moved to approve Senate Document SD 13-20 (Amendment to the Bylaws of the Fort Wayne Senate: Continuing Lecturers as Senate Affiliates).

Senate Document SD 13-20 was recommitted to the Executive Committee.

8. Question Time:

a. (Senate Reference No. 13-25) – M. Nusbaumer:

Q: Despite the faculty leadership repeatedly requesting delineation and explanation for the unparalleled growth in administrative positions reflected in Senate Reference No. 11-29, we have not received any systematic response. Further, as academic programs appear in jeopardy as a result of current budget-cutting efforts, there has been no apparent effort by the administration to analyze the contributions of this administrative growth to the recruitment, retention and graduation of students. Could you please provide the Senate with an accounting of just where these increases occurred and their impact on recruitment, retention and graduation efforts?

Michael Nusbaumer
S. Davis presented three slides (See Attachment A).

M. Lipman: I think the important part of the question is where the incidents have occurred, and where is the impact of the current retention and graduation. I think the focus of the question was to ask how those are having impacted on remission.

S. Davis: I do not know how you can take the Bursar office after the ice storm. They worked three days, and only got all the A’s sent out.

M. Lipman: What am I asking for you to say is that it is not easy to answer a question like that. That is what I am aiming at.

J. Badia: I want to pick up on the second part of the question, the impact. Increasingly those costs in academic programs and departments are told they need to develop some metrics, by which we measure the impact we are having. I think that is a good exercise for everyone to do, because then we may have something to measure by.

S. Davis: We do have a measurement in Physical Plant. We have $50,000 more feet we are responsible for. We know how much we pay per foot.

J. Casazza: The other part of the question seems to be systematic growth and unparalleled growth of administrative positions vs faculty lines. Looking back at the original charts from the first column to the last column of administrative it looked like administration positions doubled, and faculty lines went up 20. At the time of the first column I am sure there was a Controller and a Bursar so those positions were already in existence. I think the positions Mike is talking about is the growth of the administration positions.

S. Davis: I will speak to the growth of the positions. Some of it has been switched from faculty service responsibility to the administration. We have two types of administration here, academic administration and support administration.

N. Virtue: At the assembly the other day I was not able to stay for the metrics part. I think we need to discuss academic affairs vs the other units of the university. There seems to be this assumption that numbers say everything, but looking at other units numbers are very subject to interpretation. This strikes me as a valid point. Numbers needs interpretation and contextualizing. When you look at the metrics the majority of the metrics is very numbers focused. This is my concern we are being held to a different standard than the administration are willing to put yourselves in.

S. Davis: I sat there the other day and listened and could tell that academics has a problem. Every time I heard someone come up with a different metrics I could almost tell what kind of program.
P. Dragnev: Had that excel spreadsheet you just showed us been available we would have gotten over this then, not now. We will investigate, because numbers do matter and we will interpret them.

M. Nusbaumer: First, I think it is very important that we continue this, because there is a piece of new business that the Senate needs to address.

Second, a minor point, but as we just had a discussion about continuing lecturers I am again troubled by the administration wrapping in continuing lecturers to instructional faculty. Understand the issue about the document that was about the lack of growth of tenure-track faculty. I am real tired of the a lack of accountability from administration on explaining the bloat that seems to be a greater bloat in administrators than in clerical staff, tenure-track faculty, continuing lecturers, or in any other single category on this campus. Administration says ok we need to go to the metrics, but before you go to the metrics you need to ask the question are you going to be held accountable. Purpose the metrics, we will accept those. What I am looking for is accountability. Academic programs are held to program reviews and accountability as units. I do not see that happening with the administration.

On November 24 when we made recommendations about budget cuts was to begin to hold administrative units accountable. Whether it is administration within academic arena or outside the area does not matter to me. To stand up there and tell me we need to find it and then address it is a failure of accountability on the part of the administration.

S. Davis: To assume there is rope is fine, but even if there is rope, where is it?

M. Nusbaumer: I am looking for accountability. You have added administrative positions. Where are they? What are they doing? Is that that difficult to find?

A. Schwab: Many times it has been said that the metrics are going from a bottom up story and the academic units are going to be producing the metrics. At the end of the day I do not think my department (Philosophy) is going to be able to write their own check. That department will be told what its resources are and that is coming from the dean who is telling the Philosophy Department what their resources are according to metrics that apply to the college. The dean is going to get his budget from upper administration, and they are going to have to use metrics to determine how to distribute the available resources across the various programs. The idea that the metrics is entirely bottom up does not work. What are the metrics that are being developed to hold the administration accountable?

J. Niser: I think it was last year that George said the biggest danger we are going to face is we are going to get to a them and us situation. I think that is exactly what is happening right now, and it is not about metrics in my view. It is about trust and confidence, and that trust is about to be broken. I think it is everyone’s responsibility to keep that trust or we are going to go through really hard times, and we are going to go into that with a them and us situation.

The meeting recessed at 1:15 until noon, Monday February 17, 2014.
Session II
(February 17)

Senate Members Present:
T. Adkins, S. Ashur, J. Badia, S. Batagiannis, E. Blakemore, S. Carr, V. Carwein,
J. Casazza, B. Dattilo, S. Davis, P. Dragnev, C. Drummond, C. Duncan, C. Erickson,
A. Eroglu, T. Grove, C. Gurgur, G. Hickey, R. Hile, P. Iadicola, L. Johnson, M. Jordan,
D. Kaiser, G. Karaatli, b. Kingsbury, M. Lipman, D. Liu, A. Livschiz, D. Momoh,
M. Nusbaumer, R. Rayburn, H. Samavati, S. Savage, A. Schwab, S. Stevenson, R. Sutter,
H. Sun, H. Tescarollo, B. Valliere, L. Vartanian, M. Brown-Vega, N. Virtue, M. Wolf,
M. Yen, Y. Zubovic

Senate Members Absent:
M. Alhassan, C. Crosby, H. Di, C. Ganz, G. Karaatli, D. Liu, G. McClellan, M. Montesino,
J. Niser, R. Pablo

Faculty Members Present:
J. Burg, K. Christmon, K. Creager, J. Leatherman, L. Wark

Visitors Present:
P. McLaughlin

Acta

A. Downs reconvened the meeting at 12:01 p.m. on February 17, 2014

M. Nusbaumer: Just to show that I have tried to be fair. I did want to note that Stan has
instructed his areas to develop criteria for the performance of their units, and I appreciate
you doing that.

S. Davis: It will not be tied to retention but it will be tied to performance

9. New business:

a. (Senate Document SD 13-21) – P. Iadicola:

P. Iadicola moved to approve SD 13-21 (Resolution to Establish IPFW Senate Right of
Advisement in the development of the University Strategic Plan). Seconded.

S. Davis moved to amended SD 13-21 under the second whereas to delete faculty and
change to shared governance. Seconded.
Motion to approve amendment passed by a voice vote.

Schwab moved to amend by inserting a sentence after furthermore, this committee…for the review of drafts. A draft of the new strategic plan should be submitted to the committee with adequate time for review before being submitted to the Senate. Seconded.

Motion to approve amendment passed by a voice vote.

G. Hickey moved to amend under BE IT RESOLVED by inserting a sentence at the end of the paragraph to read, The committee chair shall be selected from the seven senators representing the academic units. Seconded.

Motion to approve amendment passed by a voice vote.

D. Kaiser moved to amend the first line under BE IT RESOLVED, that an ad hoc committee…be formed including senators elected by the senate with representation…of the strategic plan. Seconded.

Motion to approve amendment passed by a voice vote.

A. Livschiz moved to amend by adding onto the last sentence the administration will report…implementation of the plan, and this will start in the 2014-2015 academic year. Seconded.

Motion to approve amendment passed by a hand count.

Motion to approve SD 13-21, as amended, passed by a voice vote.

10. Committee reports “for information only”:

a. Graduate Subcommittee (Senate Reference No. 13-26) – Y. Zubovic:

    Senate Reference No. 13-26 (Degree Map and Free Course Guarantee Policy) was presented for information only.

11. The general good and welfare of the University:

    K. Christmon: I would like to thank everyone in this room for all that you do, and helping our students to learn and graduate. There is a big event coming up on March 29. I have information so I do not take a lot of your time. We are just asking for your continue partnership and collaboration, and to say to you that we are trying to take 1000 students out into the community on March 29. Years past we have had less than five percent participation from administration and faculty. It is not a criticism we are just asking if you
can give four hours on March 29 to go out and join hands with our students to thank our community, because we think we will make big gains in a short amount of time by doing so.

M. Nusbaumer: A long term employee passed last week, Tom Mulligan. I look forward to the administration coming forward with a memorial resolution.

S. Davis: Tom Mulligan visitation will be Saturday February 22 from 10-2. We also lost Danita Davis who was with us until 1996. We also lost Geri Miller’s husband in the Business School.

J. Casazza: Come see Gint at the Department of Theater. It opens Friday and plays the next two weekends.

S. Ashur: I want to extend my gratitude to Stan for handling the snow days. I think this shows the commitment of IPFW for the safety of our students and staff. I would like to see this considered next year.

Schwab: Last week I sent out an email to the chairs about my role as IRB. I am happy to come to department meetings as needed, or please reach out to me if you have any questions about your work with IRB.

12. The meeting adjourned at 1:15 p.m.

Sarah Mettert
Secretary of the Faculty
TO: Fort Wayne Senate Executive Committee

FROM: Janet Badia, Chair
Faculty Affairs Committee

DATE: January 17, 2014


On April 15, 2013, SD 91-20 was amended by Senate. We believe the amendment, likely recorded incorrectly, does not reflect the intent of the proposed amendment. To remedy the problem, we would like to propose several changes that we feel are editorial in content, rather than substantive. Specifically, we propose below several renumbering and reordering changes to the Guidelines portion of document. If you find that these are not editorial changes, please feel free to advise another course of action for correcting the document.

GUIDELINES

1. Ordinarily, an individual may exclude no more than one year from the probationary period for justifiable conditions.

2. Normally, requests for exclusions must be made within one year from the time the conditions occurred which precipitated the request.

3. Exclusions will not be granted after the beginning of the penultimate year.

4. A one-year automatic exclusion will be granted to either or both parents for the birth or adoption of a child. Faculty may choose to submit a tenure case under their original or the extended timetable. Decisions regarding whether or not requests for exclusions will be granted shall be based on:
   a. verification that the conditions leading to the request occurred or continue to exist.
   b. verification that the faculty member's performance prior to the conditions leading to the request warrants an exclusion.
   c. confirmation that the conditions for which the request is being made fall within the parameters of those deemed in these guidelines to be justifiable.
5. A one-year automatic exclusion will be granted to either or both parents for the birth or adoption of a child, death of a child, or death of spouse or domestic partner. Faculty may choose to submit a tenure case under their original or the extended timetable.

6. Faculty who have been awarded an exclusion shall have no requirements or expectations beyond those of any probationary faculty member.

7. Work accomplished during the excluded period may be cited in the promotion/tenure case.
TO: Fort Wayne Senate

FROM: Faculty Affairs Committee

DATE: March 30, 1992

SUBJ: Extension of the Probationary Period for Justifiable Cause

DISPOSITION: To the Presiding Officer for implementation

PURPOSE: The academic performance of a probationary faculty member can be adversely affected by extraordinary personal circumstances. Such circumstances might include the responsibility as primary care giver after the birth or adoption of a child, serious personal illness, the provision of care for a seriously ill family member, or any similar situation requiring compassion. Such conditions may warrant deviation from the tenure policy.

To ensure consistency and fairness in determining which conditions are sufficiently justifiable to warrant deviation from the tenure policy, the following guidelines and procedures are recommended:

GUIDELINES

1. Ordinarily, an individual may exclude no more than one year from the probationary period.

2. Normally, requests for exclusions must be made within one year from the time the conditions occurred which precipitated the request.

3. Exclusions will not be granted after the beginning of the penultimate year.

4. Decisions regarding whether or not requests for exclusions will be granted shall be based on:
   a. verification that the conditions leading to the request occurred or continue to exist.
   b. verification that the faculty member's performance prior to the conditions leading to the request warrants an exclusion.
   c. confirmation that the conditions for which the request is being made fall within the parameters of those deemed in these guidelines to be justifiable.
5. A one-year automatic exclusion will be granted to either or both parents for the birth or adoption of a child, death of a child, or death of spouse or domestic partner. Faculty may choose to submit a tenure case under their original or the extended timetable.

6. Faculty who have been awarded an exclusion shall have no requirements or expectations beyond those of any probationary faculty member.

7. Work accomplished during the excluded period may be cited in the promotion/tenure case.

PROCEDURES

1. Requests for exclusion shall be made in writing by the faculty member to the Department Chair. The Chair will determine, in consultation with the Departmental Promotion and Tenure Committee, whether the request is justifiable and forward a recommendation through the Dean to the Vice Chancellor for Academic Affairs. The Vice Chancellor for Academic Affairs, in consultation with the faculty's Department Chair and Dean, will have the authority to approve exclusions for justifiable conditions.

2. Requests for exclusions may be made at any time during each academic year up until March 15 of the academic year prior to the penultimate year. Decisions regarding requests will be made within 60 days of the receipt of the request.

3. Any faculty member who feels it necessary to appeal a decision made under the above guidelines and procedures may utilize the grievance procedures established for academic personnel.
MEMORANDUM

TO: Fort Wayne Senate Executive Committee

FROM: Suzanne LaVere, Chair
Honors Program Council

DATE: January 24, 2014

SUBJ: Amendment to the Bylaws of the Fort Wayne Senate: Honors Program Council

WHEREAS, The Bylaws of the Senate provide (5.3.3.5.) provide that “The Honors Program Council shall consist of: five Voting Faculty members elected by the Senate to staggered, two-year terms…” and “two members of the Honors Faculty, appointed to staggered, two-year terms;” and

WHEREAS, The experience of serving members of Council has shown that the period of familiarization with Council work takes at least one semester and often a large part of an academic year, particularly regarding the assignment of Council members as liaisons for Honors projects that students work on starting their junior and until the end of their senior year;

WHEREAS, Current members (term starting before Spring 2014) were elected to a two-year term, they should have the option of deciding if they want to add an extra year to their term, and will have to make this decision before Senate election ballots are put together;

BE IT RESOLVED, That the Senate amend 5.3.3.5 of the Bylaws as follows:

5.3.3.5 The Honors Program Council shall consist of:
--five Voting Faculty members elected by the Senate to staggered, **three-year** two-year terms, subject to the restriction that no more than one member may come from the same School
--two members of the Honors Faculty, appointed to staggered, **three-year** two-year terms, by the Chief Academic Officer of IPFW

BE IT RESOLVED, That the Honors Program Council requests the Executive Committee to forward this appointment to the Senate for approval.
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<tr>
<th>Approving</th>
<th>Disapproving</th>
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<tbody>
<tr>
<td>S. Anderson</td>
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<td>J. Anderson (ex-officio)</td>
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<td>T. Grove</td>
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<td>R. Jensen</td>
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<td>S. LaVere, Chair</td>
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by other faculty bodies.
No member shall serve for more than two consecutive terms, and no more than two members shall come from the same major academic unit.

5.3.3.5 **The Honors Program Council** shall consist of:
- five Voting Faculty members elected by the Senate to staggered, three-year terms, subject to the restriction that no more than one member may come from the same School
- two members of the Honors Faculty, appointed to staggered, three-year terms by the Chief Academic Officer of IPFW
- two student members appointed to one-year terms by the Students' Government, at least one of whom shall have successfully completed, or be enrolled in, at least one honors course. Student members shall participate and vote in all matters before the Council except questions of student admission, retention, and satisfaction of program requirements.
- the Chief Academic Officer of IPFW or a designee
- the Director of the Honors Program.

The Council shall carry out the functions described in SD 04-4 and shall exercise the Faculty's authority with regard to academic matters related to the Honors Program.

5.3.3.6 **The International Education Advisory Subcommitteee** shall consist of the director of the program, one student at or beyond the second-year level in International Education selected annually by Student Government upon the recommendation of the chief officer of the International Students Association or successor organization, a staff member in the Center for Academic Support and Advancement selected annually by the director of the unit, and five Faculty members elected by the Senate to staggered three-year terms. The chair shall be elected by the Subcommittee from among the members elected by the Senate.

This Subcommittee shall be a liaison between the Faculty and the Director of International Education, advising the direct on policies relating to International Services and Education and recommending policies and goals for International Services and Education to the Senate.

5.3.3.7 **Curriculum Review Subcommittee**

5.3.3.7.1 **Membership**

5.3.3.7.1.1 Elected members, elected to three-year terms by the Voting Faculty at large from among nominees elected by each School having Voting Faculty members. The School of Arts and Sciences shall be represented by three members--one each from the sciences, social sciences, and humanities; other Schools shall each be represented by one member.

5.3.3.7.1.2 Two nonvoting student members serving one-year terms, selected annually by IPSGA

5.3.3.7.1.3 The Chief Academic Officer, or a designee, of IPFW also nonvoting.

5.3.3.7.2 **Charge.** The Subcommittee shall advise the Senate concerning exercise of the Faculty's right of review of the undergraduate curricula. Specifically, it shall:
MEMORANDUM

TO: Fort Wayne Senate Executive Committee

FROM: Suzanne LaVere, Chair
Honors Program Council

DATE: January 23, 2014

SUBJ: Approval of replacement member of the Honors Program Council

WHEREAS, The Bylaws of the Senate provide (5.1.2.) that “… Senate Committees … shall have the power to fill committee vacancies for the remainder of an academic year, subject to Senate approval at its next regular meeting”; and

WHEREAS, There is a vacancy on the Honors Program Council due to a sabbatical; and

WHEREAS, The Honors Program Council has voted unanimously to appoint Dr. Joseph Khamalah, Doermer School of Business, as a replacement member for the remainder of the 2013-14 academic year;

BE IT RESOLVED, That the Honors Program Council requests the Executive Committee to forward this appointment to the Senate for approval.

Approving
S. Anderson
T. Grove
R. Jensen
S. LaVere, Chair
A. Livschiz
C. Rutkowski

Absent
J. Anderson (ex-officio)
TO: Fort Wayne Senate

FROM: Educational Policy Committee
Yvonne Zubovic, Chair

DATE: January 22, 2014

SUBJ: Academic Calendar for 2016-2017

DISPOSITION: To the presiding officer for implementation

RESOLVED, that the proposed academic calendar for 2016-2017 be adopted.

Approving: Peter Dragnev
Abdullah Eroglu
Hamilton Tescarolla
Cigdem Gurgur
Ann Livschiz
Yvonne Zubovic

Disapproving: Abstaining: Absent: Non-voting:
Jeff Anderson Patrick McLaughlin
# ACADEMIC CALENDAR FOR 2016-2017

## Fall Semester, 2016

<table>
<thead>
<tr>
<th>Monday</th>
<th>22 August</th>
<th>Classes Begin</th>
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<tr>
<td>Friday</td>
<td>2 September</td>
<td>Classes Suspended at 4:30 p.m. (Labor Day Recess)</td>
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<tr>
<td>Tuesday</td>
<td>6 September</td>
<td>Classes Resume</td>
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<td>Mon.-Tues.</td>
<td>10-11 October</td>
<td>Fall Recess</td>
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<td>Wednesday</td>
<td>12 October</td>
<td>Classes Resume</td>
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<td>Tuesday</td>
<td>22 November</td>
<td>Thanksgiving Recess Begins After Last Class</td>
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<tr>
<td>Monday</td>
<td>28 November</td>
<td>Classes Resume</td>
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<td>Mon.-Sun.</td>
<td>12-18 December</td>
<td>Final Exam Week/Last Week of Classes</td>
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## Winter Inter-session, 2016-2017

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<tr>
<th>Monday</th>
<th>19 December</th>
<th>Classes Begin</th>
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<tr>
<td>Fri. and Mon.</td>
<td>23 and 26 December</td>
<td>Classes Suspended (Christmas Holiday)</td>
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<tr>
<td>Tuesday</td>
<td>27 December</td>
<td>Classes Resume</td>
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<tr>
<td>Friday</td>
<td>30 December</td>
<td>Classes Suspended (Presidents’ Designated Holiday)</td>
</tr>
<tr>
<td>Monday</td>
<td>2 January</td>
<td>Classes Suspended (New Year’s Day Observed)</td>
</tr>
<tr>
<td>Tuesday</td>
<td>3 January</td>
<td>Classes Resume</td>
</tr>
<tr>
<td>Sunday</td>
<td>8 January</td>
<td>Last Day of Classes</td>
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## Spring Semester, 2017

<table>
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<tr>
<th>Monday</th>
<th>9 January</th>
<th>Classes Begin</th>
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<tbody>
<tr>
<td>Monday</td>
<td>16 January</td>
<td>Martin Luther King Jr. Holiday</td>
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<tr>
<td>Mon. - Sun.</td>
<td>6-12 March</td>
<td>Spring Recess</td>
</tr>
<tr>
<td>Monday</td>
<td>13 March</td>
<td>Classes Resume</td>
</tr>
<tr>
<td>Friday</td>
<td>14 April</td>
<td>Classes Suspended at 4:30 p.m.</td>
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<td>Monday</td>
<td>17 April</td>
<td>Classes Resume</td>
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<tr>
<td>Mon.-Sun.</td>
<td>1-7 May</td>
<td>Final Exam Week/ Last Week of Classes</td>
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<tr>
<td>Wednesday</td>
<td>10 May</td>
<td>Tentative Date of Commencement</td>
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## Summer Semester, 2017

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<th>Summer Semester Begins</th>
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<tr>
<td>Monday</td>
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<td>Summer Session I: Classes Begin</td>
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<td>Friday</td>
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<td>Memorial Day Recess Begins at 4:30 p.m.</td>
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<td>Summer Session I: Classes End at 4:30 p.m.</td>
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<td>Monday</td>
<td>26 June</td>
<td>Summer Session II: Classes Begin</td>
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<td>4 July</td>
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<td>Wednesday</td>
<td>5 July</td>
<td>Classes Resume</td>
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<td>Friday</td>
<td>4 August</td>
<td>Summer Session II: Classes End at 4:30 p.m.</td>
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<td>Sunday</td>
<td>20 August</td>
<td>Summer Semester Ends</td>
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</tbody>
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MEMORANDUM

TO: Fort Wayne Senate

FROM: Brenda Valliere, Chair
Executive Committee

DATE: 27 January 2014

SUBJECT: Amendment to the Bylaws of the Fort Wayne Senate: Continuing Lecturers as Senate Affiliates

DISPOSITION: Request the Senate vote on the attached amendment to the Senate Bylaws

WHEREAS, Continuing Lecturers have a different status and rights in each department, school, and college on the IPFW campus and are not counted among the Voting Faculty in the constitution of the Fort Wayne Senate (provisions LC and ID); and

WHEREAS, Office of Academic Affairs Memorandum No. 03-1 (hereafter referred to as OAA 03-1) states, “IPFW will observe a 10% CL FTE limit in the percentage of the total campus faculty FTE (defined as tenured, tenure-track, clinical, and CL appointments); and

WHEREAS, the following table demonstrates that Continuing Lecturers represent a more significant component of the faculty than was originally expected or intended;

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<td>Continuing Lecturers</td>
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<tr>
<td>TOTALS</td>
<td>363</td>
<td>21</td>
<td>384</td>
</tr>
</tbody>
</table>

WHEREAS, OAA 03-1 specifies that Continuing Lecturers “have departmental service responsibilities appropriate to their teaching assignment and an expectation of continuing professional development”; and

WHEREAS, Continuing Lecturers are often urged during the reappointment processes to engage in school/college and university service exceeding what is called for in OAA 03-1; and

WHEREAS, Continuing Lecturers are reappointed through the same basic process as probationary tenure-track faculty and are eligible for merit increases through the same process as tenure-line faculty; and
WHEREAS, Continuing Lecturers use the same grievance processes as Purdue and Indiana University tenure-line faculty; and

WHEREAS, Continuing Lecturers are held to many of the same standards and expectations as tenure-line faculty; and

WHEREAS, the charge to the Senate Faculty Affairs Committee (Fort Wayne Senate Bylaw 5.3.2) was amended on 15 April 2013 to define Faculty as including “tenured and tenure track faculty, clinical faculty, continuing lecturers, limited term lecturers, and visiting instructors”;

BE IT RESOLVED, that the Bylaws of the Fort Wayne Senate be amended as indicated below to allow Continuing Lecturers to annually elect one Senate Affiliate who will be permitted to participate, without vote, in Senate meetings:

2.5.3.3 Continuing Lecturers shall select annually one of their number to serve as Senate Affiliate.
TO: IPFW Senate
FROM: Peter Iadicola
DATE: February 17, 2014
RE: Resolution to Establish IPFW Senate Right of Advisement in the development of the University Strategic Plan

WHEREAS, the university’s strategic plan is central to the development of IPFW and the allocation of resources across various university departments and programs; and

WHEREAS, shared governance requires faculty participation in planning the future development and execution of the university academic mission; and

WHEREAS, faculty support of any strategic plan is essential for its successful implementation; and

WHEREAS, the IPFW Senate is the largest and most representative body representing faculty across the various academic units of the university.

BE IT RESOLVED, that an ad hoc committee of thirteen members be formed including senators elected by the Senate with representation from each college and the library (7 members), non-voting members representing the Chancellor and each of the Vice Chancellors (5 members), and one non-voting member representing the Community Advisory Board to advise the administration in the development of the strategic plan. The committee chair shall be selected from the seven senators representing the academic units.

Furthermore, this committee will be formed in the year prior to the date that the new strategic plan is to go into effect to provide time for the review of drafts. A draft of the new strategic plan should be submitted to the committee with adequate time for review before being submitted to the Senate.

The final draft of the strategic plan will be sent to the senate upon completion for review and comment before implementation of the plan.

The administration will report annually to the senate as to progress made in the implementation of the plan, and this will start in the 2014-2015 academic year.
The following are the subcommittees to address all aspects of our University leaves system-wide. The objective of each committee is to gather and analyze data and provide alternative solutions based on our guiding principles. Each subcommittee will be assigned with the appropriate resources to facilitate the gathering of information, benchmarking and appropriate data.

**COMMUNICATIONS, EDUCATION/TRAINING AND CHANGE MANAGEMENT**  
(Trent Klingerman, Chair; Steve Abel, Randy Freebourn, Patricia Hart, Beth McCuskey, David Williams)

- Engages faculty and staff from all corners of the University system by conducting qualitative research through focus groups
- Provides the University Leaves Design Subcommittee with the opinions, perceptions, ideas and overall expectations of employees regarding leaves
- Develops a master communication plan to educate and inform all faculty and staff of all University leaves

**UNIVERSITY LEAVES DESIGN**  
(Jay Akridge, Chair; Morgan Burke, Stan Davis, Cheryl Files, Leah Jamieson, Beau Moore, Charlene Sullivan, Laurel Weldon, Teresa Wesner)

- Reviews all current leaves to include sick leave and disability, personal and business leaves
- Assesses alternative solutions and develops a straw man proposal to present to the committee for discussion, modification and agreement
- Ensures compliance with all applicable laws.

**FINANCIAL ANALYSIS**  
(Jim Almond, Chair; Rene Lewin, Steve Turner)

- Conducts a financial viability assessment of all paid leaves, as recommended by the University Leaves Design Subcommittee, in conjunction with Pacific Resources

**TECHNOLOGY AND ADMINISTRATION**  
(Gerry McCartney, Chair; Terry Ashlock, Eva Nodine)

- Designs an effective, user-friendly technological system to simplify the administration of all leaves

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**Principles for the end product**

- **Clarity:** Simply expressed and understood.
- **Competitive Offering:** Attract and retain talented faculty and staff.
- **Ease of Administration:** Simplify policies and use technology to streamline processes.
- **Fiscal Prudence:** Be a judicious steward of University’s overall resources.

**Principles for guiding the review process**

- **Transparency:** Openly identify and discuss issues.
- **Fair and Equitable:** Feedback obtained across all constituents (obtained from steering committee formation and participation).
- **Communicative:** Effectively inform both verbally and in writing
- **Employee Engagement:** Seek out employees’ opinions and alternative solutions.
- **Expertise:** Engage experts in the field to assess market, benchmark and provide market based alternatives.
### INSTITUTIONAL STAFF DATA COMPARISON 1995-2011 - STATISTICAL PROFILE

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|            |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
| **Professors Rank** | 311  | 300  | 308  | 304  | 304  | 299  | 295  | 294  | 297  | 312  | 308  | 321  | 317  | 327  | 339  | 344  | 338  |
| Administrative | 161  | 166  | 169  | 168  | 204  | 204  | 211  | 241  | 251  | 272  | 268  | 281  | 281  | 313  | 325  | 327  | 344  |

**FTE Enrollment**

|            | 6,172 | 6,135 | 6,115 | 6,251 | 6,321 | 6,419 | 6,913 | 7,447 | 7,600 | 7,762 | 7,822 | 7,905 | 8,122 | 8,399 | 9,240 | 9,711 | 9,634 |

### EMPLOYEE DATA COMPARISON 2007-2011 - LIBRARY SALARY DATA

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**TOTAL - Stat Report**

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## Table: Financial Information

### Academic Affairs

**2009-10**
- **Arts & Sciences**
  - **English & Linguistics**: $77,906, $1,494,220, $1,572,126, $65,780, $1,656,851, $1,722,631, $71,552, $1,945,231, $2,019,611
  - **Geosciences**: $53,644, $331,420, $385,064, $56,410, $345,377, $401,787, $56,930, $426,455, $486,006

**2010-11**
- **Arts & Sciences**
  - **English & Linguistics**: $77,906, $1,494,220, $1,572,126, $65,780, $1,656,851, $1,722,631, $71,552, $1,945,231, $2,019,611
  - **Geosciences**: $53,644, $331,420, $385,064, $56,410, $345,377, $401,787, $56,930, $426,455, $486,006

**2011-12**
- **Arts & Sciences**
  - **English & Linguistics**: $77,906, $1,494,220, $1,572,126, $65,780, $1,656,851, $1,722,631, $71,552, $1,945,231, $2,019,611
  - **Geosciences**: $53,644, $331,420, $385,064, $56,410, $345,377, $401,787, $56,930, $426,455, $486,006

**2012-13**
- **Arts & Sciences**
  - **English & Linguistics**: $77,906, $1,494,220, $1,572,126, $65,780, $1,656,851, $1,722,631, $71,552, $1,945,231, $2,019,611
  - **Geosciences**: $53,644, $331,420, $385,064, $56,410, $345,377, $401,787, $56,930, $426,455, $486,006

### Combined

**2009-10**
- **Arts & Sciences**
  - **English & Linguistics**: $77,906, $1,494,220, $1,572,126, $65,780, $1,656,851, $1,722,631, $71,552, $1,945,231, $2,019,611
  - **Geosciences**: $53,644, $331,420, $385,064, $56,410, $345,377, $401,787, $56,930, $426,455, $486,006

**2010-11**
- **Arts & Sciences**
  - **English & Linguistics**: $77,906, $1,494,220, $1,572,126, $65,780, $1,656,851, $1,722,631, $71,552, $1,945,231, $2,019,611
  - **Geosciences**: $53,644, $331,420, $385,064, $56,410, $345,377, $401,787, $56,930, $426,455, $486,006

**2011-12**
- **Arts & Sciences**
  - **English & Linguistics**: $77,906, $1,494,220, $1,572,126, $65,780, $1,656,851, $1,722,631, $71,552, $1,945,231, $2,019,611
  - **Geosciences**: $53,644, $331,420, $385,064, $56,410, $345,377, $401,787, $56,930, $426,455, $486,006

**2012-13**
- **Arts & Sciences**
  - **English & Linguistics**: $77,906, $1,494,220, $1,572,126, $65,780, $1,656,851, $1,722,631, $71,552, $1,945,231, $2,019,611
  - **Geosciences**: $53,644, $331,420, $385,064, $56,410, $345,377, $401,787, $56,930, $426,455, $486,006
<table>
<thead>
<tr>
<th>Department</th>
<th>2022-23</th>
<th>2021-22</th>
<th>Change</th>
<th>% Change</th>
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<tr>
<td>Accounting Services</td>
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<tr>
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<tr>
<td>Testing Services</td>
<td>$1,108,367</td>
<td>$1,067,110</td>
<td>41,257</td>
<td>3.89%</td>
</tr>
<tr>
<td>University Relations</td>
<td>$43,194</td>
<td>$43,194</td>
<td>0</td>
<td>0.00%</td>
</tr>
<tr>
<td>Financial Aid</td>
<td>$2,450</td>
<td>$2,450</td>
<td>0</td>
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<tr>
<td>Project Management</td>
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<td>$3,500</td>
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<td>0.00%</td>
</tr>
</tbody>
</table>

**TOTAL**

| Administrative                      | $2,004,541| $2,004,541 | 0 | 0.00% |

**Enrollment Management**

| Enrollment Management              | $2,004,541| $2,004,541 | 0 | 0.00% |

**Grand Total**

| Grand Total                        | $2,004,541| $2,004,541 | 0 | 0.00% |